



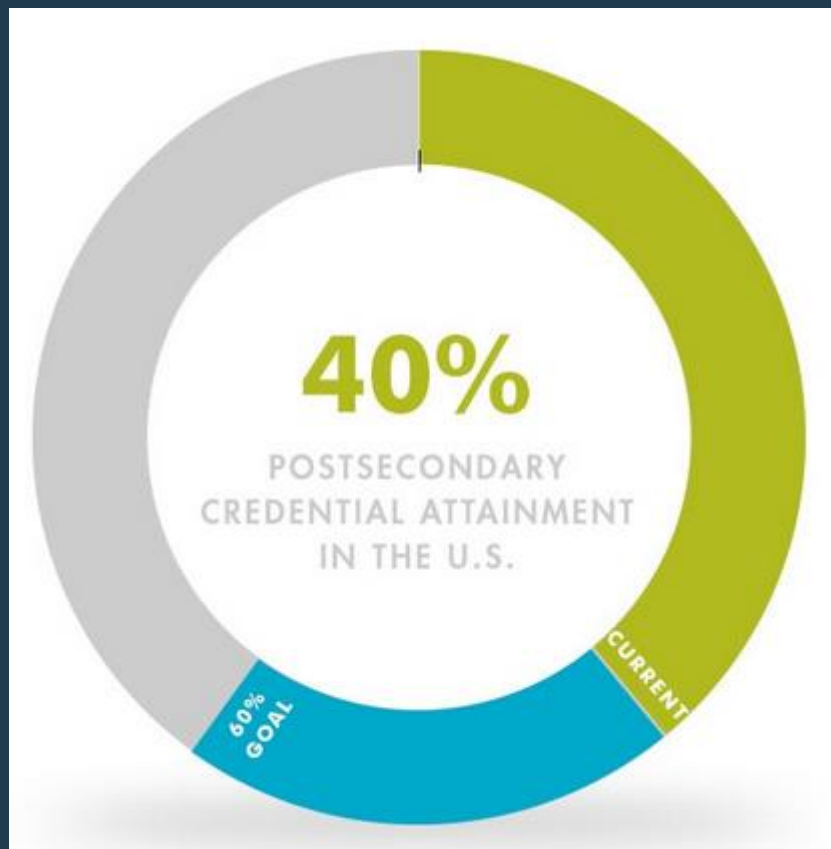
Department of Workforce Development

Career Counseling

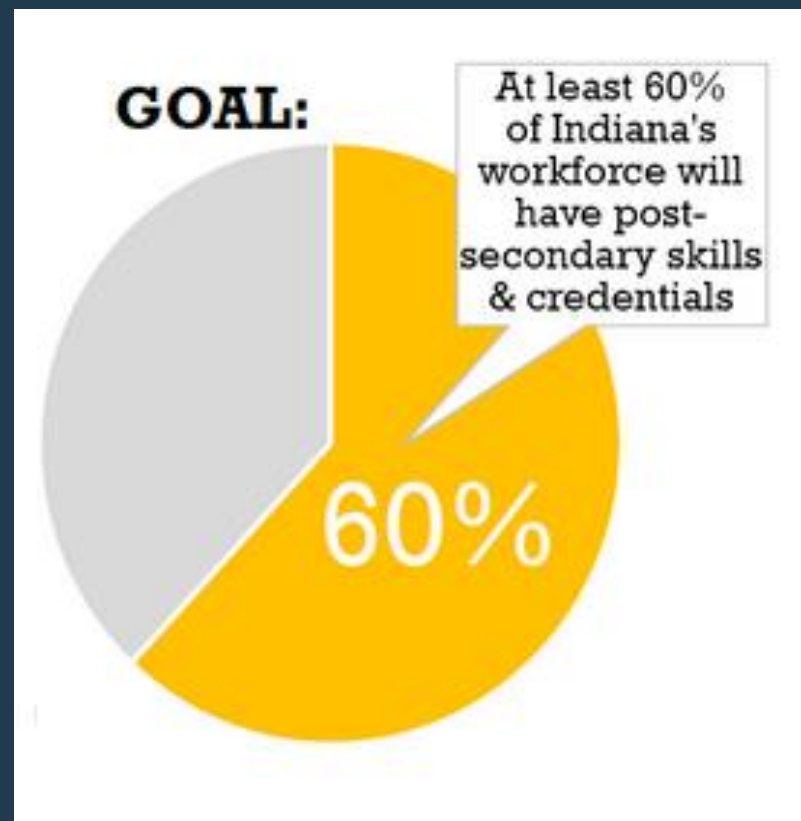
WHAT DOES CAREER READINESS MEAN?







Lumina Foundation and Indiana Career Council Strategic Plan



Career Pathway Systems

Career Council's Pathways Taskforce

Pathway Systems

- Definitions of design and implementation
 - Employer demand with backward design
- Expand programs of study to include work and learn experiences
- Pathway Systems - defined as collective skills, knowledge and experience that include coursework with all other experiences and skills that fit within
- Include career counseling
- Include up to date career information
- Pathways for all
- Workshops this fall to engage in Pathways Innovation Network

Resources

Sign up to get email updates on PD
and Workshops on:

DWDAdultEd@Dwd.in.gov

Indiana Career Explorer

- Organized by 16 National Career Clusters
 - 2-6 Career Pathways per Career Cluster
- Search for Occupations within Career Clusters and Career Pathways
- Search by Level of Education
 - By Occupation
 - By Programs of Study
- Explore Sample Plans of Study (careertech.org by NASDCTEc)
 - Secondary
 - Post-secondary

Scenario 1

Your community is developing a pathway system for **Information Technology**, based on the number of jobs that will be available *in ten years* in this industry sector.

Based on what you know about pathway systems and demand for this job, talk to a student who says s/he wants to **design video games** about this option.

Work and Learn

WWW.IN.GOV/ICC

WHAT ARE WORK-AND-LEARN OPPORTUNITIES?

Work-and-learn opportunities are broadly defined as experiences that allow students and workers to acquire, refine, and/or strengthen knowledge and skills through hands-on, “real life” experiences in a work place.

1

DETERMINE WHICH WORK-AND-LEARN MODEL IS BEST FOR YOUR ORGANIZATION

2

CONNECT WITH EDUCATION PROVIDERS AND OTHER COMMUNITY RESOURCES

3

COORDINATE INTERNALLY

4

LAUNCH WORK-AND-LEARN OPPORTUNITIES

Work and Learn Opportunities

Internships

Apprenticeships

Mentorships

On the Job Training

Co-Op

Job Shadowing

Plant Tours

Externship

Clinical Training

Pre-Apprenticeships

Federal Work Study

School-Based Enterprises

Employers in the Classroom –
demonstrations, problem solving

Resources

Indiana Youth Institute

Work and Learn Guide

US Chamber Foundation

<http://www.dol.gov/apprenticeship/>

<https://indianaintern.net/>

Indiana Career Explorer

- Prepare for Work & Learn Opportunities
 - Job Application
 - Resume
 - Cover Letter
 - Interviews
 - E-Portfolio
- Apprenticeship & On-the-Job Training

Scenario 2

Talk with your director about establishing an internship program for your students. Consider who will coordinate the program, how many students will be impacted, costs, transportation and other relevant factors.

Employer Engagement

WWW.USCHAMBERFOUNDATION.ORG

Examples

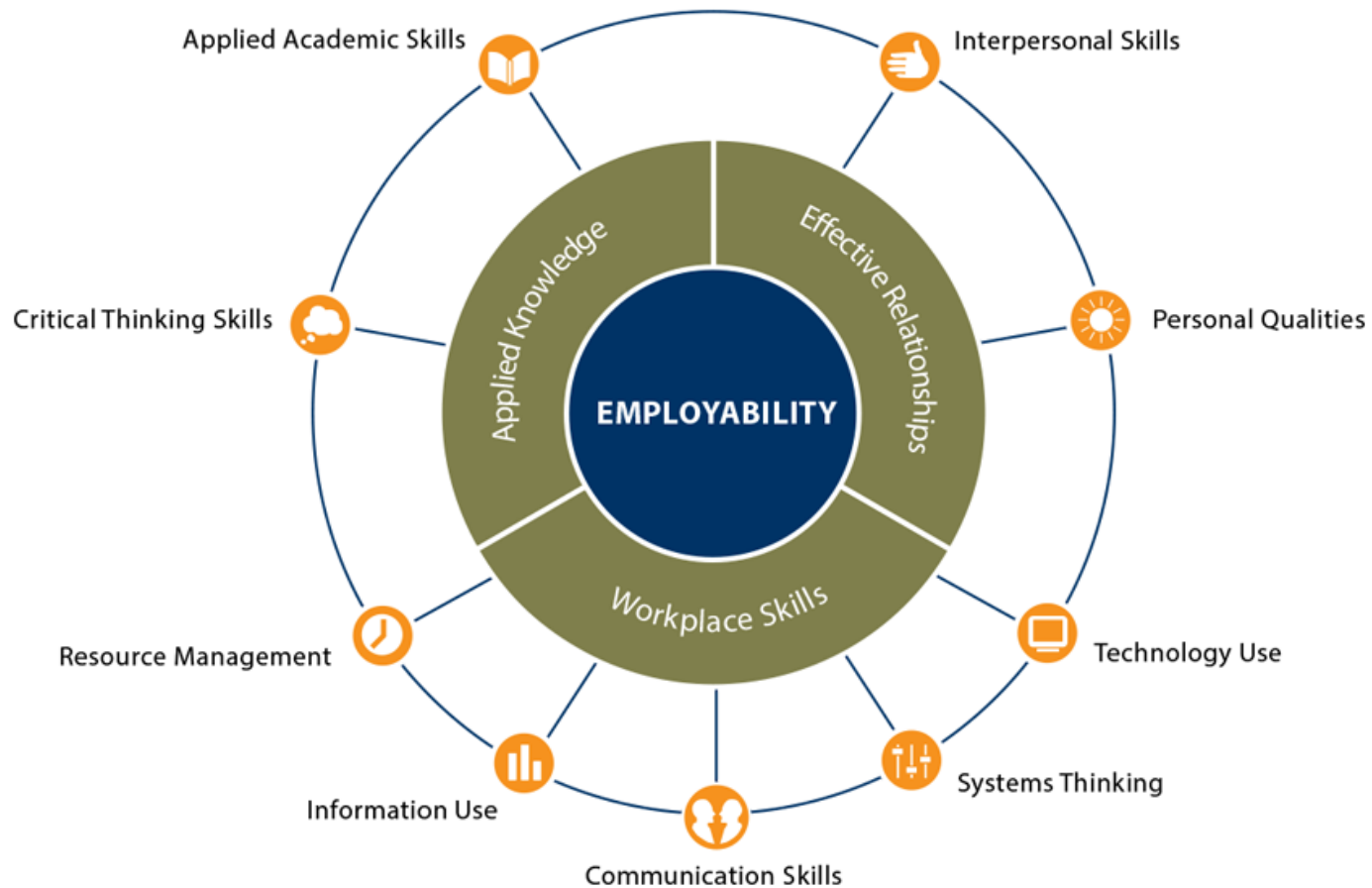
Wabash Promise

Pathway Events

Works Councils

Employability Skills

Employability Skills Framework



Sample Employability Skills

Demonstrates professionalism through skills and appropriate judgement	
Demonstrates initiative	
Demonstrates punctuality and good attendance practices; demonstrates effective time-management practices	
Behavior: Social Skills	
Uses effective oral and written and listening communication skills	
Creates positive and responsive relationships with other peers, colleagues and customers	
Creates relationships with mentors and supervisors that support success	
Demonstrates empathy and respect for others	
Demonstrates ethical decision-making and social responsibility	
Uses effective collaboration and cooperation skills	
Uses leadership and teamwork skills to work effectively in diverse teams	
Demonstrates advocacy skills and ability to assert self, when necessary	
Demonstrates social maturity and behaviors appropriate to the situation and environment	
Displays positive attitude and sense of self-worth	
Negotiates to resolve conflicts	
Behavior: Workplace Skills	
Understands, uses, monitors and improves systems	
Demonstration of commitment to an organization	
Manages money and materials	
Locates, organizes, analyzes and communicates information	

Connections

Important component of college and career readiness



Source: Association for Career and Technical Education, 2010. Retrieved from <https://www.acteonline.org/WorkArea/DownloadAsset.aspx?id=2114>

Connections to relevant policy initiatives

- New state college and career readiness standards
- Professional practice rubrics

Indiana Career Explorer

- Link to Hoosier Hot 50
- Career Outlook Information
- Research Employers

Scenario 3

You would like to have a local construction contractor talk with your students about their **current building projects, skills needed to do this project and job openings** they will have in the next year. Talk with this construction manager about coming to your classroom to present to your students.

WHAT WILL YOU DO NEXT?

Thank you!

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